

Public Employee Relations Board

www.perb.dc.gov

Description	FY 2003 Actual	FY 2004 Approved	FY 2005 Proposed	% Change from FY 2004
Operating Budget	\$624,430	\$686,185	\$691,795	0.8
FTEs	4.0	4.0	4.0	0.0

The mission of the Public Employee Relations Board (PERB) is to provide for the impartial resolution of labor-management disputes in the District government pursuant to Section 501 of the District of Columbia Comprehensive Merit Personnel Act of 1978.

The board is an impartial, quasi-judicial, independent agency empowered with the exclusive jurisdiction to resolve labor-management disputes between District agencies and labor organizations representing employees of those agencies.

The board plans to fulfill its mission by achieving the following strategic result goals:

- Schedule and hold hearings in a timely manner
- Enforce its orders and defend any appeals filed in the courts
- Review and amend agency rules and regulations as necessary
- Review, modify and improve the agency website
- Complete conversion of agency files to CD-ROM format, which will allow for more efficient response to requests for information.

Gross Funds

The proposed gross funds budget is \$691,795, an increase of \$5,610 or 0.8 percent from the FY 2004 approved budget of \$686,185. There are 4.0 total FTEs for the agency, representing no change from the FY 2004 approved budget.

Changes from the FY 2004 approved budget are:

- An increase of \$5,543 in personal services due primarily to the 2.5 percent non-union pay raise.
- A net increase of \$5,610 in fixed costs including \$3,234 in rent and \$2,377 in telecommunication expenses.
- A reduction of \$5,543 in contractual services.

Programs

The Public Employee Relations Board operates the following programs:

Administration provides for the day-to-day operations of the board. The agency executive director is assisted by support staff in performing these functions.

Adjudication provides the board's mission service in deciding cases. Specifically, pursuant to Section 501 of the Comprehensive Merit Personnel Act of 1978, the Public Employee Relations Board exercises duties in these areas:

- Adopt rules and regulations for the conduct of agency business.

Funding by Source

Tables CG0-1 and 2 show the sources of funding and FTEs by fund type for the Public Employee Relations Board.

Table CG0 - 1

FY 2005 Proposed Operating Budget, by Revenue Type

(dollars in thousands)

Appropriated Fund	Actual FY 2002	Actual FY 2003	Approved FY 2004	Proposed FY 2005	Change from FY 2004	Percent Change
Local Fund	623	624	686	692	6	0.8
Total for General Fund	623	624	686	692	6	0.8
Gross Funds	623	624	686	692	6	0.8

Table CG0 - 2

FY 2005 Full-Time Equivalent Employment Levels

Appropriated Fund	Actual FY 2002	Actual FY 2003	Approved FY 2004	Proposed FY 2005	Change from FY 2004	Percent Change
General Fund						
Local Fund	4	4	4	4	0	0.0
Total for General Fund	4	4	4	4	0	0.0
Total Proposed FTEs	4	4	4	4	0	0.0

Expenditure by Comptroller

Table CG0 - 3 shows the FY 2005 proposed budget for the agency at the Comptroller Source Group level (Object Class level).

Table CG0 - 3

FY 2005 Proposed Operating Budget, by Comptroller Source Group

(dollars in thousands)

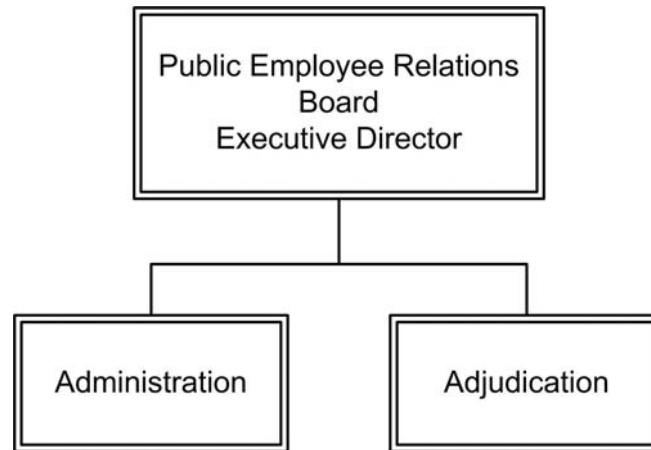
Appropriated Fund	Actual FY 2002	Actual FY 2003	Approved FY 2004	Proposed FY 2005	Change from FY 2004	Percent Change
11 Regular Pay - Cont Full Time	261	267	275	278	2	0.8
13 Additional Gross Pay	0	0	0	1	1	N/A
14 Fringe Benefits - Curr Personnel	47	50	50	53	2	4.6
Subtotal Personal Services (PS)	308	318	326	331	6	1.7
20 Supplies And Materials	5	3	5	5	0	0.0
31 Telephone, Telegraph, Telegram, Etc	3	4	4	6	2	66.4
32 Rentals - Land And Structures	91	99	101	104	3	3.2
34 Security Services	0	2	2	2	0	0.0
40 Other Services And Charges	38	30	12	12	0	0.0
41 Contractual Services - Other	167	170	237	231	-6	-2.3
70 Equipment & Equipment Rental	10	0	0	0	0	0.0
Subtotal Nonpersonal Services (NPS)	315	307	360	361	0	0.0
Total Proposed Operating Budget	623	624	686	692	6	0.8

Expenditure by Program

The funding is budgeted by program and Public Employee Relations Board has the following program structure:

Figure CG0-1

Public Employee Relations Board



- Determine appropriate compensation and noncompensation units for unionized District employees.
- Facilitate the resolution of impasses in contract negotiations.
- Certification of collective bargaining units. Specifically, this is the power to officially recognize unionization of a select group of District employees. The board's decision to issue certification is made on a case-by-case basis on the supporting documentation filed by a labor organization with the necessary legal ingredient being the determination that a "community of interest" exists. Additionally, the certified collective bargaining unit must promote effective labor relations and efficiency of agency operations.
- De-certification of collective bargaining units. De-certification petitions may be filed by the employer agency, an employee of the bargaining unit, or a group of employees in the bargaining unit. If the board determines that a majority of the employees in the unit do not wish to be represented by the labor organization, then the de-certification petition may be granted.
- Adjudicate unfair labor practices and standards of conduct complaints and investigating allegations of unfair labor practices and standards of conduct when an official complaint is made of a violation of the labor-management provisions of the Comprehensive Merit Personnel Act. If there are no issues of fact at question, the board may issue a ruling based on the applicable law. If there are issues of fact at question, the board assigns a hearing examiner to conduct a formal hearing. The examiner then provides the board with a report of findings and conclusions and a recommendation that the board can adopt, reject, or modify when issuing its ruling.

- Consider appeals of grievance arbitration awards.
- Review negotiability appeals to determine if a proposal is within the scope of required collective bargaining.
- Defend court appeals. Under the provisions of D.C. Code Section 1-617.13c, any person feeling aggrieved has 30 days from the date of the board's decision to appeal to the D.C. Superior Court, and decisions of that court may be appealed to the D.C. Court of Appeals.
- Publish Board decisions in the D.C. Register.

Agency Goals and Performance Measures

Goal 1: Foster positive, productive labor-management relations

Citywide Strategic Priority Area(s): Making

Government Work

Manager(s): Julio A. Castillo, Executive Director

Supervisor(s): Julio A. Castillo, Executive

Director

Measure 1.1: Percentage of cases decided within 120 days of submission to the Board

	Fiscal Year				
	2002	2003	2004	2005	2006
Target	100	100	80	80	80
Actual	97	100	-	-	-

Measure 1.2: Percentage of decisions transmitted to the D. C. Register for publication within 60 days of issuance

	Fiscal Year				
	2002	2003	2004	2005	2006
Target	100	100	100	100	100
Actual	100	98	-	-	-

Measure 1.3: Percentage of cases appealed to courts in which the Public Employee Relations Board prevailed

	Fiscal Year				
	2002	2003	2004	2005	2006
Target	80	80	75	75	75
Actual	83	100	-	-	-

Measure 1.4: Percentage of compensation impasse resolution cases that meet statutory time targets (e.g., mediation within 30 days, arbitration within 45 days after the panel has been established)

	Fiscal Year				
	2002	2003	2004	2005	2006
Target	100	100	100	100	100
Actual	100	100	-	-	-

